R E P O R T R E S U M E S

ED 018 863 80 EA 001 269

A CATALOG OF ANALYSIS OF VARIANCE PILOT STUDIES EMPLOYING DATA FROM THE OFFICIAL FLORIDA TEACHER EVALUATION FORM. PART II.

BY- DANIEL, K. FRED
FLORIDA ST. DEPT. OF EDUCATION, TALLAHASSEE

REPORT NUMBER ESEA-5 PUB DATE 17 MAY 67
MULTI-STATE TEACHER EDUCATION PROJECT,BALTIMORE,MD
EDRS PRICE MF-$0.50 HC-$3.52 86P.

DESCRIPTORS- *TEACHER EVALUATION, STATE DEPARTMENTS OF EDUCATION, TEACHER EDUCATION, *PRINCIPALS, *ELEMENTARY SCHOOL TEACHERS, *SECONDARY SCHOOL TEACHERS, *TEACHER RATING, BACHELORS DEGREES, MASTERS DEGREES, ANALYSIS OF VARIANCE, STATE PROGRAMS, TALLAHASSEE,

TO DETERMINE THE APPLICABILITY OF ELEMENTARY AND SECONDARY SCHOOL TEACHER RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS, ANALYSES OF VARIANCE WERE MADE FOR FOUR SETS OF INDEPENDENT VARIABLES AS FOLLOWS--(1) LEVEL AND RANK FOR A SAMPLE OF 92 SECONDARY AND 92 ELEMENTARY TEACHERS WITH BACHELOR'S DEGREES AND 92 SECONDARY AND 92 ELEMENTARY TEACHERS WITH MASTER'S DEGREES, (2) SUBJECT TAUGHT (ART, MUSIC, MATHEMATICS, OR ENGLISH) AND SEX FOR A SAMPLE OF FIVE MALE AND FIVE FEMALE TEACHERS FOR EACH SUBJECT, (3) RANK AND LEVEL FOR A SAMPLE OF 52 SECONDARY AND 52 ELEMENTARY TEACHERS WITH MASTER'S DEGREES AND 52 SECONDARY AND 52 ELEMENTARY TEACHERS WITH BACHELOR'S DEGREES, AND (4) SUBJECT TAUGHT AND YEARS OF EXPERIENCE FOR A SAMPLE OF NINE ENGLISH AND NINE MATHEMATICS TEACHERS FOR SIX TIME PERIODS OF EXPERIENCE, RANGING FROM ZERO TO 41 YEARS. CATEGORIES RATED BY PRINCIPALS INCLUDED TEACHER PERSONALITY AND SOCIAL CHARACTERISTICS AND INSTRUCTIONAL CAPABILITIES. WHILE EXTENSIVE TABULATIONS OF DATA INDICATED THAT FACTORS TESTED DID NOT ACCOUNT FOR A SIGNIFICANT PORTION OF THE VARIANCE OBSERVED IN THE RATINGS, LEVEL OF INSTRUCTION ACCOUNTED FOR THE GREATEST PROPORTION OF SIGNIFICANT RESULTS. EA 001 261 IS A RELATED DOCUMENT. (JK)

ED 018864

A CATALOG OF ANALYSIS OF VARIANCE PILOT STUDIES EMPLOYING DATA FROM THE OFFICIAL FLORIDA TEACHER EVALUATION FORM PART II

EA 001 269

A CATALOG OF ANALYSIS OF VARIANCE PILOT STUDIES EMPLOYING DATA FROM THE OFFICIAL FLORIDA TEACHER EVALUATION FORM

PART II

by
K. Fred Daniel

Multi-State Teacher Education Project
State Department of Education
Tallahassee, Florida
May 17, 1967

U.S. DEPARTMENT OF HEALTH, EDUCATION & WELFARE
OFFICE OF EDUCATION

THIS DOCUMENT HAS BEEN REPRODUCED EXACTLY AS RECEIVED FROM THE PERSON OR ORGANIZATION ORIGINATING IT. POINTS OF VIEW OR OPINIONS STATED DO NOT NECESSARILY REPRESENT OFFICIAL OFFICE OF EDUCATION POSITION OR POLICY.

PREFACE: "THE MULTI-STATE TEACHER EDUCATION PROJECT"

The Florida State Department of Education is currently participating in the Multi-State Teacher Education Project. This project was initiated to strengthen programs of in-service and pre-service teacher education. It calls for greater involvement of state departments of education and enhanced communication and cooperation among the states in assisting teacher preparation institutions and local school districts to provide quality teachers and teaching. The seven participating states--Florida, Maryland, Michigan, South Carolina, Utah, Washington, and West Virginia--are each carrying out separate but related phases of the total Project.

Florida is undertaking analyses and interpretations of a large volume of data on teachers and on schools which have been assembled. Most of these data are stored on magnetic tape for retrieval and processing via computer. This document reports one phase of these analyses. A related conceptual study dealing with teacher evaluation has also been completed and is available under the title, "Statewide Teacher Evaluation: A Conceptualization of a Plan for Use in State Educational Leadership."

In addition, this State is preparing documents dealing with various aspects of teacher education, particularly with professional laboratory experience, and also making use of materials prepared in the other States. Meetings and conferences have been held to disseminate and evaluate ideas from these sources and to secure further suggestions and new ideas.

The Multi-State Teacher Education Project is supported by a grant from the U. S. Office of Education under Section 505, Title V, Elementary and Secondary Education Act of 1965.

TABLE OF CONTENTS

Preface: The Multi-State Teacher Education Project

Introduction 1

Official Florida Teacher Evaluation Form 5

Composite Summaries of All Analyses 6

The Effects of Rank and Level Upon Ratings Assigned by Principals on the 1965-66 Official Florida Teacher Evaluation Forms in a Sample of Elementary and Secondary Teachers 9
- Composite Summary for Sample
- Source Tables

The Effects of Subject Taught and Sex of Teacher Upon Ratings Assigned by Principals on the 1965-66 Official Florida Teacher Evaluation Forms in a Sample of English, Mathematics, Music, and Art Teachers 27
- Composite Summary for Sample
- Source Tables

The Effects of Rank and Level Upon Ratings Assigned by Principals on the 1965-66 Official Florida Teacher Evaluation Forms in a Sample of Elementary and Secondary Teachers 45
- Composite Summary for Sample
- Source Tables

The Effects of Subject Taught and Years of Experience Upon Ratings Assigned by Principals on the 1965-66 Official Florida Teacher Evaluation Forms on a Sample of English and Mathematics Teachers 63
- Composite Summary for Sample
- Source Tables

INTRODUCTION

This report is a continuation of an earlier collection of analysis of variance results. The following excerpt from the Introduction to Part I relates to the present report also.

Excerpt from Introduction to Part I

This study was undertaken to isolate factors which can account for variance in ratings assigned teachers on the evaluation form adopted by the Florida State Board of Education (Form TE-1). This form was devised in order to implement Chapter 231.29 of the Official Florida Statutes which requires that all instructional personnel be evaluated annually and that copies of these evaluations be filed with the State Superintendent.[1]

In initiating this study, it was assumed that the rating which a teacher receives is a function of (a) the status of the qualities or traits he possesses, (b) the situation(s) in which he was observed, (c) the status of the qualities or traits of the evaluator (i.e., his biases), and (d) interaction among (a), (b), and (c).

How These Analyses Differ from Those Reported in Part I

The data reported herein summarizes analyses in which variables in the teaching-learning situation were selected on an *a priori* basis and tested for their contributions to variance. With one exception,

---

[1]This statute was amended in the 1967 legislative session. It is no longer required that the same form be used by all counties nor that copies of the evaluation be filed with the State Superintendent.

these are the same variables which were tested in Part I.

The exception is the "evaluator" variable. Results of the analyses reported in Part I indicate that the only factor which consistently contributes a substantial portion to the variance is the evaluator. In other words, differences in evaluation practices of individual evaluators is the primary factor to which differences in ratings assigned to teachers can be attributed. It was stated that if other factors studied do actually contribute significantly to the variance, it will be necessary to employ larger samples before this can be detected. The analyses reported in the present volume were designed to control the "evaluator" variable and to provide for the utilization of larger samples.

Model Schools and Standard Scores

The limited size of the earlier samples was due to the necessity of having all subjects in a given column or row of cells be persons who were evaluated by the same evaluator. Thus, the evaluator factor and the problem of sample size were interrelated. The procedure adopted for controlling the evaluator factor and increasing the sample size consisted of (1) selecting each sample from teachers in a group of model schools in a single county (rather than from a single school) and (2) converting the ratings received by these teachers to standard scores.

To identify model schools, every school in a given county was rated on a five-point scale according to the overall quality of instruction which is offered in that school. These ratings were performed by the central office staffs in three selected Florida counties. The category on the five-point scale into which the greatest number of schools were placed represented the mode. The schools in this category represented the model group of schools for that county. In selecting a

sample for any one analysis, the population was limited to teachers from one county only.

The ratings assigned these teachers were then converted to standard scores. Since the overall quality of the teaching in each of the model schools was assumed to be comparable, it was also assumed that differences in rating tendencies of individual evaluators would be controlled if the ratings assigned by all principals were placed on the same scale. This could be accomplished by transforming the ratings from each school so that means and standard deviations from all schools would be equal. This method of converting ratings to standard scores was employed, thus eliminating the "evaluator" variable. It should be noted that the means and standard deviations used with each individual score were those of the particular school in which that teacher taught.

Results

The factor accounting for the greatest proportion of significant results was level of instruction (elementary or secondary). The tests which used level of instruction as one effect were run using rank of certificate (bachelors degree or masters degre) as the other effect. The results indicate that when the effect of rank is taken into account also, the level of ratings assigned to elementary teachers differs from the level assigned to secondary teachers.

Two-thirds of the significant results were obtained with the tests utilizing certificate rank and level of instruction as factors. These tests comprised only half of the total tests conducted. There was virtually no interaction detected between certificate rank and level of instruction. Nor was there interactions between the other factors.

When the results of the analyses reported herein are compared with those reported in Part I, it appears that increasing sample size

did lead to a greater number of significant results. There were 368 possible significant F ratios in the analysis reported in Part I; 192 of these involved the evaluator effect (either alone or as a factor in interaction) and 176 did not involve the evaluator effect. The factors involving evaluator were significant 26% of the time. The factors not involving evaluator were significant 8% of the time. The 8% figure can be compared with the proportion of significant results reported in the present volume. Tests utilizing raw scores yielded significant F ratios 14% of the time and tests utilizing standard scores yielded significant results 18% of the time. The percentage figures were obtained by dividing the total number of F ratios which were significant at the .05 level by the total number of F ratios calculated.

It should be noted, finally, that converting raw scores to standard scores had very little effect on the number or pattern of significant results obtained. This fact can be observed by comparing the raw score tables and standard score tables which are presented adjacently in this report.

OFFICIAL FLORIDA TEACHER EVALUATION

The form on the following page is the 1965-66 version of the instrument used to gather data for the analyses summarized in this report. The earlier versions of the form which were employed in the analyses do not differ substantially from the 1965-66 version.

E-201
9/65

FLORIDA TEACHER EVALUATION (1965-1966)

NAME OF PERSON EVALUATED _____ COUNTY NAME _____ SCHOOL NAME _____

School Number: 0 1 2 3 4 5 6 7 8 9 (4 rows)

County Number: 0 1 2 3 4 5 6 7 8 9 (2 rows)

State Department of Education Number: 0 1 2 3 4 5 6 7 8 9 (10 rows)

With an ordinary lead pencil (do not use ink) mark each item below for the above named person to indicate Superior (Sup) Satisfactory (Sat) or Poor. Make marks heavy and dark. The original of this evaluation sheet should be mailed to the State Department of Education not later than July 10 of each year. If employment is terminated, this report is due immediately. — Please Do Not Fold This Form.

THE ABOVE AREA IS RESERVED FOR FUTURE USE OF SOCIAL SECURITY NUMBER.

		SUP.	SAT.	POOR
I PERSONAL QUALIFICATIONS	A. Is Healthy and Emotionally Stable			
	B. Is Neat and Well Groomed In Appearance			
	C. Thinks Logically and Makes Practical Decisions			
	D. Is Accurate			
	E. Is Punctual			
	F. Takes Necessary and Appropriate Action On His Own			
	G. Is Dedicated to His Profession			
II RELATIONSHIPS WITH OTHERS	A. Is Respected by Pupils			
	B. Is Responsible and Dependable			
	C. Is Friendly, Understanding, Sympathetic with Community, Other Staff Members & Administration			
	D. Is Morally Upright	YES	NO	
	E. Is Professionally Ethical			
III TEACHING (SKILLS) ABILITY		SUP.	SAT.	POOR
	A. Knows Subject Matter			
	B. Takes Action to Improve Himself			
	C. Uses Instructional Materials and Lesson Plans Effectively			
	D. Develops Pupil Interest and Eagerness to Learn			
	E. Maintains Pupil Control			
	F. Uses Material In Cumulative Folder			
IV WOULD YOU RECOMMEND THIS TEACHER FOR RE-EMPLOYMENT?		YES	NO	
V Status of Teacher, Principal, Supervisor or Junior College Instructor For the Next School Year.	A. Reappointed			
	B. Leave Granted			
	C. Resigned*			
	D. Make no entry. For machine use only.			
	E. Holds or has been recommended for continuing contract			
	F. Retired*			

*PRINCIPAL

DATE SIGNED

MO. DAY YR.

SUPERINTENDENT OF PUBLIC INSTRUCTION

DATE SIGNED

MO. DAY YR.

*DATE EMPLOYMENT TERMINATED

MO. DAY YR.

DO NOT WRITE IN THIS SPACE

COMPOSITE SUMMARIES OF ALL ANALYSES

The tables on the following two pages contain a summary of the significant results for all of the analyses reported in this volume. The first table relates to analyses employing data in raw score form. The second table relates to the same data after they have been converted to standard score form.

These tables constitute a cryptic statement of the fact that the factors tested do not account for a significant portion of the variance observed in the ratings.

A word of caution is in order for persons using these tables. Since the results of several analysis of variance tests are not customarily combined in one table, the following tables have been interpreted by some as being a report of one many-factored analysis of variance. This, of course, is not the case. Each table is a compilation of sixteen different analyses with each of four different samples. The individual source tables for each analysis are included on subsequent pages of this report.

A COMPOSITE SUMMARY OF SIGNIFICANT EFFECTS DETECTED IN SEVERAL DIFFERENT PILOT STUDIES
USING DATA* FROM THE OFFICIAL FLORIDA TEACHER EVALUATION REPORTS
AND EMPLOYING THE ANALYSIS OF VARIANCE TECHNIQUE

	A Subject Taught		B Sex of Teacher		C Rank		D Level		E Experience		AB		CD		AE		TOTAL	
	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01
I A Healthy																		
B Neat																		
C Thinks Logically							1										1	
D Accurate	1							1									1	1
E Punctual							1										1	
F Action On Own								1		1								2
G Dedicated							1	1	1				1				3	1
II A Respected by Pupils					1				1								2	
B Responsible																		
C Friendly																		
III A Knows Subject					2			1									2	1
B Action to Improve			1			1	2										3	1
C Plans Effectively							1		1								2	
D Develops Interest																		
E Maintains Control	1								1								2	
F Uses Cumulative Folder		1			1		1	1									2	2
TOTAL	2	1	1	0	4	1	7	5	4	1	0	0	1	0	0	0	19	8
Total Possible	32		16		32		32		16		16		32		16		192	

* Raw scores

A COMPOSITE SUMMARY OF SIGNIFICANT EFFECTS DETECTED IN SEVERAL DIFFERENT PILOT STUDIES USING DATA* FROM THE OFFICIAL FLORIDA TEACHER EVALUATION REPORTS AND EMPLOYING THE ANALYSIS OF VARIANCE TECHNIQUE

	A Subject Taught		B Sex of Teacher		C Rank		D Level		E Experience		AB		CD		AE		TOTAL	
	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01	.05	.01
I A Healthy								1										1
B Neat																		
C Thinks Logically							2								1		3	
D Accurate	1				1		1		1								4	
E Punctual																		
F Action On Own	1						1		1						1		4	
G Dedicated								1							1		1	1
II A Respected by Pupils					1				1								2	
B Responsible							1	1									1	1
C Friendly						1												1
III A Knows Subject					1			1									1	1
B Action to Improve					1		1										2	
C Plans Effectively					1		1		1								3	
D Develops Interest															1		1	
E Maintains Control									1						1		2	
F Uses Cumulative Folder		2			1	1	1										2	3
TOTAL	2	2	0	0	6	2	7	4	6	0	0	0	0	0	5	0	26	8
Total Possible	32		16		32		32		16		16		32		16		192	

* The analyses summarized in this table were carried out using data converted to standard scores.

THE EFFECTS OF LEVEL AND RANK UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ELEMENTARY AND SECONDARY TEACHERS

Technique: The Analysis of variance technique was used. Two sets of analyses were carried out. The first used the data in raw score form. For the second, the data were converted to standard scores. (For further explanation, see "Introduction.")

Independent Variables: (A) Level of assignment (Secondary or Elementary), and (B) Rank of Certificate (Masters or Bachelors.)

Dependent Variable: Ratings assigned by principals in the 1965-66 Official Florida Teacher Evaluation Forms.

Sample: 92 Secondary and 92 Elementary teachers with a Rank I certificate (bachelors degree), 92 Secondary and 92 Elementary teachers with a Rank II certificate (masters degree).

Method for Selecting Sample: Teachers in the modal schools were classified according to rank and level. The sample was then randomly selected, cell by cell.

SUMMARY OF SIGNIFICANT RESULTS IN ANALYSES OF THE EFFECTS OF RANK AND LEVEL UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ELEMENTARY AND SECONDARY TEACHERS

Analyses Using Raw Scores

Item	A EXPERIENCE .05	A EXPERIENCE .01	B SUBJECT .05	B SUBJECT .01	AB .05	AB .01	TOTAL .05	TOTAL .01
I A Healthy								
B Neat								
C Thinks Logically								
D Accurate								
E Punctual								
F Action On Own								
G Dedicated			X		X		2	
II A Respected by Pupils	X						1	
B Responsible								
C Friendly								
III A Knows Subject	X						1	
B Action to Improve		X	X				1	1
C Plans Effectively			X				1	
D Develops Interest								
E Maintains Control								
F Uses Cumulative Folder				X				1
TOTAL	2	1	3	1	1	0	6	2

Analyses Using Standard Scores

Item	A EXPERIENCE .05	A EXPERIENCE .01	B SUBJECT .05	B SUBJECT .01	AB .05	AB .01	TOTAL .05	TOTAL .01
I A Healthy				X				1
B Neat								
C Thinks Logically			X				1	
D Accurate								
E Punctual								
F Action On Own								
G Dedicated								
II A Respected by Pupils	X						1	
B Responsible								
C Friendly								
III A Knows Subject	X						1	
B Action to Improve	X						1	
C Plans Effectively	X		X				2	
D Develops Interest								
E Maintains Control								
F Uses Cumulative Folder		X	X				1	1
TOTAL	4	1	3	1	0	0	7	2

Analysis of Variance Source Tables for Analyses Using Item 1A, "Is Healthy and Emotionally Stable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.48076577	1.6462134
B (Level)	1	0.076924926	0.26340237
AB	1	0.30769169	1.0535820
Residual	204	0.29204341	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	229.98032	2.3435712
B (Level)	1	29.267943	0.29824947
AB	1	78.619161	0.80115378
Residual	204	98.132422	

* Significant at .05 level
** Siginificant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1B, "Is Neat and Well Groomed in Appearence"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.58173374	2.0741071
B (Level)	1	0.12019269	0.43059980
AB	1	0.23557557	0.84396808
Residual	204	0.27912853	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	36.093924	0.37041617
B (Level)	1	787.42151	8.0809630**
AB	1	39.964889	0.41014220
Residual	204	97.441544	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1C, "Thinks Logically and Makes Practical Decisions"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.30769170	0.62456891
B (Level)	1	0.17307807	0.35132303
AB	1	0.94230929	1.9127493
Residual	204	0.49264652	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	150.96934	1.3926230
B (Level)	1	611.83277	5.6438769*
AB	1	118.12315	1.0896319
Residual	204	108.40647	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1D, "Is Accurate"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.12019269	0.25353050
B (Level)	1	0.23557907	0.49692273
AB	1	0.12019269	0.25353050
Residual	204	0.47407586	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	352.79027	3.3947811
B (Level)	1	33.827820	0.32551364
AB	1	8.0306528	0.077276248
Residual	204	103.92136	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1E, "Is Punctual"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.076922924	0.25547879
B (Level)	1	0.019231230	0.063871355
AB	1	0.(10Z)13000000	0.(10Z)43176001
Residual	204	0.30109319	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	53.722070	0.52742127
B (Level)	1	189.74341	1.8628230
AB	1	6.2960144	0.061811689
Residual	204	101.85799	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1F, "Takes Necessary and Appropriate Action On His Own"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.23557732	0.78363318
B (Level)	1	0.0048078077	0.015992871
AB	1	0.38942566	1.2954000
Residual	204	0.30062193	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	28.259871	0.25166451
B (Level)	1	49.383840	0.43978120
AB	1	107.32411	0.95576054
Residual	204	112.29184	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1G, "Is Dedicated to His Profession"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.38942342	1.5845835
B (Level)	1	1.0817268	4.4016008*
AB	1	1.3894225	5.6536301*
Residual	204	0.24575759	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	30.001894	0.32850020
B (Level)	1	18.212278	0.19941197
AB	1	310.92324	2.3094651
Residual	204	91.329912	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2A, "Is Respected by Pupils"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1.3894267	5.0806812
B (Level)	1	0.59173374	2.1272110
AB	1	0.0048075576	0.017579673
Residual	204	0.27347252	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	333.75590	3.9423882*
B (Level)	1	4.4773369	0.052887156
AB	1	0.65038782	0.0076825037
Residual	204	84.658304	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2B, "Is Responsible and Dependable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.043268769	0.099028185
B (Level)	1	0.0048078077	0.011003513
AB	1	0.23557557	0.53915611
Residual	204	0.43693388	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	39.794212	0.34545911
B (Level)	1	154.24089	1.3398967
AB	1	18.860100	0.16372716
Residual	204	115.19225	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2C, "Is Friendly, Understanding, Sympathetic with Community, Other Staff Members & Administration"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.17307657	0.68456340
B (Level)	0	0	0
AB	1	0.076923919	0.30425435
Residual	204	0.25282767	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	160.21410	1.6757666
B (Level)	1	8.0904142	0.084622053
AB	1	40.554183	0.42417831
Residual	204	95.606451	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3A, "Knows Subject Matter"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1.5576937	5.5636486
B (Level)	1	0.30769170	1.0989892
AB	1	0.076922918	0.27474727
Residual	204	0.27997701	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	538.37163	4.9131231*
B (Level)	1	7.0943960	0.064742624
AB	1	108.60638	0.99113045
Residual	204	109.57820	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3B, "Takes Action To Improve Himself"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	2.3269184	9.1898687**
B (Level)	1	1.2307667	4.8607568*
AB	0.48076828		1.8987333
Residual	204	0.25320475	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	539.94892	5.0759650*
B (Level)	1	100.20230	0.94198422
AB	1	65.132678	0.61230087
Residual	204	106.37365	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3C, "Uses Instructional Materials and Lesson Plans Effectively"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.81250000	3.2076697
B (Level)	1	1.3894225	5.4853027
AB	1	0.0048078076	0.018980749
Residual	204	0.25320015	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	564.60162	4.9536917*
B (Level)	1	709.79786	6.2276119*
AB	1	4.3122196	0.037834476
Residual	204	113.97593	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3D, "Develops Pupil Interest and Eagerness To Learn"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.38942342	1.4289200
B (Level)	1	o.12019269	0.44102572
AB	1	0.81250000	2.9813244
Residual	204	0.27252989	

Analysis Using Standard Scores

Source	Deg, of Freedom	Mean Squares	F Ratio
A (Rank)	1	69.701106	0.60945563
B (Level)	1	0.28944651	0.0025308753
AB	1	326.08823	2.8513648
Residual	204	114.36617	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3E, "Maintains Pupil Control"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.076923925	0.24742566
B (Level)	1	0.30769170	0.98968977
AB	1	0.17307657	0.55670046
Residual	204	0.31089712	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	14.487342	0.14042203
B (Level)	1	12.955968	0.12557873
AB	1	35.227826	0.34145390
Residual	204	103.17008	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3F, "Uses Material in Cumulative Folder"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1.7355711	3.4809910
B (Level)	1	4.0432648	8.1094739**
AB	1	0.0048078076	0.0096428980
Residual	204	0.49858534	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1643.5139	15.445297**
B (Level)	1	505.74517	4.7557493*
AB	1	86.918127	0.81733025
Residual	204	106.34395	

* Significant at .05 level
** Significant at .01 level

THE EFFECTS OF SUBJECT TAUGHT AND SEX OF TEACHER UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ART, MUSIC, MATHEMATICS, & ENGLISH TEACHERS

Technique: The analysis of variance technique was used. Two sets of analyses were carried out. The first used the data in raw score form. For the second, the data were converted to standard scores. (For further explanation, see "Introduction.")

Independent Variables: (A) Subject (Art, Music, Mathematics, or English) and (B) Sex (Male or Female)

Dependent Variable: Ratings assigned by principals on the 1965-66 Official Florida Teacher Evaluation Forms.

Sample: 5 male and 5 female Art teachers, 5 male and 5 female Music teachers, 5 male and 5 female Mathematics teachers, and 5 male and 5 female English teachers.

Method for Selecting Sample: Teachers in the modal schools were classified according to subject and sex. The sample was then randomly selected, cell by cell.

SUMMARY OF SOGNIFICANT RESULTS IN ANALYSES OF THE EFFECTS OF SUBJECT TAUGHT AND SEX OF TEACHER UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ART, MUSIC, MATHEMATICS, & ENGLISH TEACHERS

Analyses Using Raw Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically								
D Accurate	X						1	
E Punctual								
F Action On Own								
G Dedicated								
II A Respected by Pupils								
B Responsible								
C Friendly								
III A Knows Subject								
B Action to Improve			X				1	
C Plans Effectively								
D Develops Interest								
E Maintains Control	X						1	
F Uses Cumulative Folder								
TOTAL	2	0	1	0	0	0	3	0

Analyses Using Standard Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically								
D Accurate	X						1	
E Punctual								
F Action On Own	X						1	
G Dedicated								
II A Respected by Pupils								
B Responsible								
C Friendly								
III A Knows Subject								
B Action to Improve								
C Plans Effectively								
D Develops Interest								
E Maintains Control								
F Uses Cumulative Folder		X						1
TOTAL	2	1	0	0	0	0	2	1

Analysis of Variance Source Tables for Analyses Using Item 1A, "Is Healthy and Emotionally Stable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.29166667	1.3725490
B (Sex)	1	0.025000000	0.11764706
AB	3	0.35833333	1.6862745
Residual	32	0.21250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	216.36799	2.3281415
B (Sex)	1	1.3490929	0.014516376
AB	3	204.38696	2.1992244
Residual	32	92.935928	

* Significant at .05 level
** Significant at .01 level

Analysis of Varianve Source Tables for Analyses Using Item 1B, "Is Neat and Well Groomed in Appearence"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.20000000	0.59259259
B (Sex)	1	0.40000000	1.1851852
AB	3	0.066666667	0.19753087
Residual	32	0.33750000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	78.582017	0.68123157
B (Sex)	1	49.102128	0.42566889
AB	3	36.832780	0.31930528
Residual	32	115.35287	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1C, "Thinks Logically and Makes Practical Decisions"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.49166667	1.8730159
B (Sex)	1	0.25000000	0.095238095
AB	3	0.29166667	1.1111111
Residual	32	0.26250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	230.57450	2.5019830
B (Sex)	1	43.653834	0.47369138
AB	3	148.53594	1.6117758
Residual	32	92.156700	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1D, "Is Accurate"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.90000000	3.6000000*
B (Sex)	1	0.10000000	0.40000000
AB	3	0.36666667	1.4666667
Residual	32	0.25000000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	332.56086	3.6616361*
B (Sex)	1	82.555656	0.90897279
AB	3	208.68665	2.2977285
Residual	32	90.823022	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1E, "Is Punctual"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.70000000	1.6969697
B (Sex)	0	0	0
AB	3	0.20000000	0.48484848
Residual	32	0.41250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	213.61041	1.6459838
B (Sex)	1	51.281866	0.39515452
AB	3	64.728470	0.49876788
Residual	32	129.77674	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1F, "Takes Necessary and Appropriate Action On Own"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.66666667	2.2222222
B (Sex)	0	0	0
AB	3	0.66666667	2.2222222
Residual	32	3.00000000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	378.99317	3.4403458
B (Sex)	1	47.495666	0.43114633
AB	3	287.17826	2.6068874
Residual	32	110.16136	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1G, "Is Dedicated to His Profession"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.15833333	0.50666666
B (Sex)	1	0.22500000	0.72000000
AB	3	0.22500000	0.72000000
Residual	32	0.31250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	105.12452	0.99197471
B (Sex)	1	24.517296	0.23134981
AB	3	113.98664	1.0755993
Residual	32	105.97500	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2A, "Is Respected By Pupils"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.43333333	1.9259259
B (Sex)	1	0.40000000	1.7777778
AB	3	0.33333333	1.4814815
Residual	32	0.22500000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	234.15706	2.4337888
B (Sex)	1	88.384319	0.91865164
AB	3	112.80540	1.1724802
Residual	32	96.210919	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2B, "Is Responsible and Dependable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.56666667	1. 4623656
B (Sex)	1	0.10000000	0.25806452
AB	3	0.56666667	1.4623656
Residual	32	0.38750000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	171.72233	0.84840978
B (Sex)	1	24.933989	0.12318864
AB	3	178.20447	0.88043538
Residual	32	202.40494	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2B, "Is Responsible and Dependable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.56666667	1. 4623656
B (Sex)	1	0.10000000	0.25806452
AB	3	0.56666667	1.4623656
Residual	32	0.38750000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	171.72233	0.84840978
B (Sex)	1	24.933989	0.12318864
AB	3	178.20447	0.88043538
Residual	32	202.40494	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2C, "Is Friendly, Understanding, Sympathetic, with Community, Other Staff Members & Administration"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.091666667	0.33333333
B (Sex)	1	0.025000000	0.090909091
AB	3	0.091666667	0.33333333
Residual	32	0.27500000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	97.737183	0.93554851
B (Sex)	1	80.857769	0.77397734
AB	3	38.781200	0.37121690
Residual	32	104.47046	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 34, "Knows Subject Matter"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.15833333	0.60317459
B (Sex)	1	0.025000000	0.095238095
AB	3	0.29166667	1.1111111
Residual	32	0.26250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	145.39822	1.8463083
B (Sex)	1	6.2829400	0.079672980
AB	3	199.26171	2.5268066
Residual	32	78.859106	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3B, "Takes Action to Improve Himself"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.033333333	0.12121212
B (Sex)	1	0.90000000	3.2727273*
AB	3	0.033333333	0.12121212
Residual	32	0.27500000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	36.599373	0.46048302
B (Sex)	1	228.49834	0.28875194
AB	3	22.950119	0.28875194
Residual	32	79.480397	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3C, "Uses Instructional Materials and Lesson Plans Effectively"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.35833333	1.1466667
B (Sex)	1	0.025000000	0.080000000
AB	3	0.29166667	0.93333334
Residual	32	0.31250000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	156.02949	1.9916492
B (Sex)	1	38.087425	0.48616937
AB	3	130.70844	1.6684369
Residual	32	78.341853	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3D, "Develops Pupil Interest and Eagerness To Learn"

Analysis Using Raw Scores

Source	Degree of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.43333333	1.7333333
B (Sex)	1	0.10000000	0.40000000
AB	3	0.16666667	0.66666668
Residual	32	0.25000000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	186.79728	2.4819535
B (Sex)	1	65.014800	0.86384400
AB	3	118.88605	1.5796250
Residual	32	75.262200	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3E, "Maintains Pupil Control"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	1.2666667	3.7530865
B (Sex)	0	0	0
AB	3	0.60000000	1.7777778
Residual	32	0.33750000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	548.55557	5.2193585
B (Sex)	1	14.232490	0.13541831
AB	3	179.44896	1.7074025
Residual	32	105.10019	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3F, "Uses Material in Cumulative Folder"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	0.29166667	1.6666667
B (Sex)	1	0.025000000	0.14285714
AB	3	0.42500000	2.4285714
Residual	32	0.17500000	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Subject)	3	68.116850	0.80886122
B (Sex)	1	7.8402169	0.093099540
AB	3	276.22271	3.2800377*
Residual	32	84.213272	

* Significant at .05 level
** Significant at .01 level

THE EFFECTS OF RANK AND LEVEL UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ELEMENTARY AND SECONDARY TEACHERS

Technique: The analysis of variance technique was used. Two sets of analyses were carried out. The first used the data in raw score form. For the second, the data were converted to standard scores. (For further explanation, see "Introduction.")

Independent Variables: (A) Rank (Rank II, Masters degree, and Rank III, Bachelors degree) and (B) Level (Secondary and Elementary) were the effects tested.

Dependent Variable: Ratings assigned by principals on the 1965-66 Official Florida Teacher Evaluation Forms.

Sample: 52 Secondary teachers with Rank II certificates, 52 Elementary teachers with Rank II certificates, 52 Secondary teachers with Rank III certificates, and 52 Elementary teachers with Rank III certificates. (For further explanation, see "Introduction.")

Method for Selecting Sample: Teachers in the modal schools were classified according to rank and level. The sample was then randomly selected, cell by cell.

SUMMARY OF SIGNIFICANT RESULTS IN ANALYSES OF THE EFFECTS OF RANK AND LEVEL UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ELEMENTARY AND SECONDARY TEACHERS

Analyses Using Raw Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically			X				1	
D Accurate				X				1
E Punctual			X				1	
F Action On Own				X				1
G Dedicated				X				1
II A Respected by Pupils								
B Responsible								
C Friendly								
III A Knows Subject	X			X			1	1
B Action to Improve			X				1	
C Plans Effectively								
D Develops Interest								
E Maintains Control								
F Uses Cumulative Folder	X		X				2	
TOTAL	2	0	4	4	0	0	6	4

Analyses Using Standard Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically			X				1	
D Accurate	X		X				2	
E Punctual								
F Action On Own			X				1	
G Dedicated				X			1	
II A Respected by Pupils								
B Responsible				X				1
C Friendly		X						1
III A Knows Subject				X				1
B Action to Improve			X				1	
C Plans Effectively								
D Develops Interest								
E Maintains Control								
F Uses Cumulative Folder	X						1	
TOTAL	2	1	4	3	0	0	6	4

Analysis of Variance Source Tables for Analyses Using Item 1A, "Is Healthy and Emotionally Stable"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.067935217	0.28405765
B (Level)	1	0.024455479	0.10225574
AB	1	0.13315232	0.55675005
Residual	364	0.23915996	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	10.891375	0.12707067
B (Level)	1	49.277627	0.57492658
AB	1	101.94640	1.1894180
Residual	364	85.711165	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 18, "Is Neat and Well Groomed in Appearence"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.32880315	1.2168174
B (Level)	1	0.32880864	1.2168377
AB	1	0.0037174087	0.010057184
Residual	364	0.27021568	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	113.70957	1.1746689
B (Level)	1	50.899306	0.52581179
AB	1	7.6801301	0.079339057
Residual	364	96.801379	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1C, "Thinks Logically and Makes Practical Decisions"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.024456979	0.093080679
B (Level)	1	1.6983680	6.4638092*
AB	1	0.067935215	0.4638092
Residual	364	0.26275033	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	102.33939	1.1158722
B (Level)	1	455.73799	4.9692044*
AB	1	8.2398357	0.089844227
Residual	364	91.712467	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item ID, "is Accurate"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.22010831	0.81187384
B (Level)	1	1.9809883	7.3069144**
AB	1	0.78532937	2.8967029
Residual	364	0.27111147	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	390.02220	4.2833678*
B (Level)	1	602.18131	6.6133775*
AB	1	222.38491	2.4423132
Residual	364	91.055033	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1E, "Is Punctual"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.22010831	0.72972996
B (Level)	1	1.4375000	4.7657756*
AB	1	0.32880864	1.0901066
Residual	364	0.30162981	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	175.89092	1.6364537
B (Level)	1	392.56616	3.6523565
AB	1	25.264801	0.23505862
Residual	364	107.48298	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1F, "Takes Necessary and Appropriate Action On His Own"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.27174086	1.0343342
B (Level)	1	2.7826074	10.591510**
AB	0	0	0
Residual	364	0.26272055	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	313.03419	3.6878446
B (Level)	1	518.16322	6.1044624
AB	1	42.988148	0.50644184
Residual	364	84.882695	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1G, "Is Dedicated to His Profession"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.010869435	0.045060226
B (Level)	1	3.1413007	13.022546**
AB	1	0.69565185	3.8838877
Residual	364	0.24122016	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	24.179561	0.28206128
B (Level)	1	1394.0542	16.262029**
AB	1	116.94022	1.3641401
Residual	364	85.724495	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2A, "Is Respected By Pupils"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	0.024456979	0.084845849
B (Level)	1	0.067935217	0.23568002
AB	1	0.0027171087	0.0094261599
Residual	364	0.28825192	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	23.423568	0.22514336
B (Level)	1	6.3103076	0.060653604
AB	1	5.8054714	0.055801205
Residual	364	104.03846	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2B, "Is Responsible and Dependable"

Analysis Using Raw Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	0	0	0
B (Level)	1	2.1304372	8.4191913
AB	1	0.010869435	0.042953393
Residual	364	0.25304535	

Analysis Using Standard Scores

Source	Deg. Freedom	Mean Squares	F Ratio
A (Rank)	1	72.171141	0;79600903
B (Level)	1	737.29664	8.1319870**
AB	1	7.4605129	0.082285461
Residual	364	90.666234	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2C, "Is Friendly, Understanding, Sympathetic with Community, Other Staff Members & Administration"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.88043322	3.0540710
B (Level)	1	0.010870435	0.037703665
AB	1	0.17391495	0.60328098
Residual	364	0.28828184	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	823.7932	8.7185237**
B (Level)	1	0.21694277	0.002971438
AB	1	42.863280	0.45386678
Residual	364	94.440223	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3A, "Knows Subject Matter"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1.0869535	4.5375203*
B (Level)	1	3.1413007	13.113455**
AB	1	0.043477740	0.18149914
Residual	364	0.23954791	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	14.276457	0.17494054
B (Level)	1	1393.5636	17.076420**
AB	1	0.34460863	0.0042227578
Residual	364	81.607481	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3B, "Takes Action to Improve Himself"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.010869435	0.043992804
B (Level)	1	1.0869535	4.3993209*
AB	1	0.17391095	0.70388483
Residual	364	0.24707302	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	327.55534	3.4082857
B (Level)	1	512.75608	5.3353403*
AB	1	191.86253	1.9963720
Residual	364	96.105599	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3C, "Uses Instructional Materials and Lesson Plans Effectively"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.067935217	0.17531241
B (Level)	1	0.32880315	0.84850357
AB	1	0.32880315	0.84850357
Residual	364	0.38750945	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	3.1117565	0.034982737
B (Level)	1	306.08179	3.4410080
AB	1	37.875570	0.42580167
Residual	364	88.951201	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3D, "Develops Pupil Interest and Eagerness To Learn"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.943478739	0.15157390
B (Level)	1	0.39130565	1.3641546
AB	1	0.010869935	0.037894347
Residual	364	0.28684846	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	6.1440089	0.067680161
B (Level)	1	92.618817	1.0202551
AB	1	46.567672	0.51297249
Residual	364	90.780058	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3E, "Maintains Pupil Control"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	0.17391496	0.56831336
B (Level)	1	0.39130565	1.2786952
AB	0	0	0
Residual	364	0.30601948	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	12.960418	0.13395296
B (Level)	1	187.22347	1.9353451
AB	1	2.6038466	0.026916187
Residual	364	96.739060	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3F, "Uses Material in Cumulative Folder"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	1.1983710	5.5947484*
B (Level)	1	1.1983710	5.5947484*
AB	1	0.0027171087	0.012685170
Residual	364	0.21419569	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Rank)	1	438.86162	4.1996235*
B (Level)	1	255.27376	2.4428057
AB	1	0.36227596	0.0034667480
Residual	364	104.50023	

* Significant at .05 level
** Significant at .01 level

THE EFFECTS OF SUBJECT TAUGHT AND YEARS OF EXPERIENCE UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ENGLISH AND MATHEMATICS TEACHERS

Technique: The analysis of variance technique was used. Two sets of analyses were carried out. The first used the data in raw score form. For the second, the data were converted to standard scores. (For further explanation, see"Introduction.")

Independent Variables: (A) Experience of teacher (0-1, 1½-4½, 5-9½, 10-14½, 15-19½, and 20-41 years.) and (B) Subject taught (Mathematics or English.)

Dependent Variable: Ratings assigned by principals on the 1965-66 Official Florida Teacher Evaluation Forms.

Sample: 9 English and 9 Mathematics teachers having 0-1 years of experience, 9 English and 9 Mathematics teachers having 1½-4½ years of teaching experience, 9 English and 9 Mathematics teachers having 5-9½ years of teaching experience, 9 English and 9 Mathematics teachers having 10-14½ years of experience, 9 English and 9 Mathematics teachers having 15-19½ years of experience, and 9 English and 9 Mathematics teachers having 20-41 years of teaching experience. (For further explanation, see "Introduction.")

Method for Selecting Sample: Teachers in the modal schools were classified according to subject and experience. The sample was then randomly selected, cell by cell.

SUMMARY OF SIGNIFICANT RESULTS IN ANALYSES OF THE EFFECTS OF SUBJECT TAUGHT AND YEARS OF EXPERIENCE UPON RATINGS ASSIGNED BY PRINCIPALS ON THE 1965-66 OFFICIAL FLORIDA TEACHER EVALUATION FORMS ON A SAMPLE OF ENGLISH AND MATHEMATICS TEACHERS

Analyses Using Raw Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically								
D Accurate								
E Punctual								
F Action On Own		X						1
G Dedicated	X						1	
II A Respected by Pupils	X						1	
B Responsible								
C Friendly								
III A Knows Subject								
B Action to Improve								
C Plans Effectively	X						1	
D Develops Interest								
E Maintains Control	X						1	
F Uses Cumulative Folder				X				1
TOTAL	4	1	0	1	0	0	4	2

Analyses Using Standard Scores

Item	A EXPERIENCE .05	.01	B SUBJECT .05	.01	AB .05	.01	TOTAL .05	.01
I A Healthy								
B Neat								
C Thinks Logically					X		1	
D Accurate	X						1	
E Punctual								
F Action On Own	X				X		2	
G Dedicated					X		1	
II A Respected by Pupils	X						1	
B Responsible	X						1	
C Friendly								
III A Knows Subject								
B Action to Improve								
C Plans Effectively	X						1	
D Develops Interest					X		1	
E Maintains Control	X				X		2	
F Uses Cumulative Folder			X				1	
TOTAL	6	0	1	0	5	0	12	0

Analysis of Variance Source Tables for Analyses Using Item 1A, "Is Healthy and Emotionally Stable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.59259228	1.8962978
B (Subject)	1	0.037037297	0.11851951
AB	5	0.32592596	1.9429645
Residual	96	0.31249958	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	139.80893	1.1738294
B (Subject)	1	0.035750992	0.00030016370
AB	5	163.15668	1.3698561
Residual	96	119.10498	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1B, "Is Neat and Well Groomed in Appearence"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.075925992	0.27796666
B (Subject)	1	0.74999850	2.7457603
AB	5	0.27333324	1.0372890
Residual	96	0.27314783	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	19.686020	0.30521611
B (Subject)	1	140.71942	2.1817429
AB	5	63.342828	0.98208025
Residual	96	64.498627	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1C, "Thinks Logically and Makes Practical Decisions"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.34814810	1.1842531
B (Subject)	1	0.(12Z)75000000	o.(11Z)25511838
AB	5	0.42222216	1.4362218
Residual	96	0.29398117	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	124.78822	1.3409248
B (Subject)	1	37.989941	0.40822486
AB	5	217.35258	2.3355848*
Residual	96	93.061311	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1D, "Is Accurate"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.42222238	1.8424270
B (Subject)	1	0.14814785	0.64646407
AB	5	0.28148138	1.2282838
Residual	96	0.22916641	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	193.96140	2.5687379*
B (Subject)	1	14.246215	0.18867049
AB	5	129.15431	1.7104619
Residual	96	75.5-9442	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1E, "Is Punctual"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.37222212	1.4230102
B (Subject)	1	0.23148102	0.88495505
AB	5	0.20925936	0.80000135
Residual	96	0.26157376	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	130.69215	1.5336608
B (Subject)	1	22.665478	0.26597737
AB	5	106.14349	1.2455844
Residual	96	85.215813	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1F, "Takes Necessary and Appropariate Action On His Own"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.87592590	3.5698162**
B (Subject)	1	0.74999850	3.0566019
AB	5	0.41666660	1.6981153
Residual	96	0.24547003	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	246.51558	1.5016974
B (Subject)	1	116.50712	1.5016974
AB	5	214.22718	2.7612323*
Residual	96	77.584619	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 1G, "Is Dedicated to His Profession"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.67592610	3.1739156*
B (Subject)	1	0.23148185	1.0869595
AB	5	0.36481466	1.7130448
Residual	96	0.21296271	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	193.85881	2.2353255
B (Subject)	1	40.719326	0.46952184
AB	5	240.59736	2.7742531*
Residual	96	86.725094	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2A, "Is Respected By Pupils"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.93703690	3.0644104*
B (Subject)	1	0.33333367	1.2203419
AB	5	0.42222224	1.5457649
Residual	96	0.27314778	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	219.28998	2.4442771*
B (Subject)	1	6.1608540	0.068670873
AB	5	185.67744	2.0696209
Residual	96	89.715679	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2B, "Is Responsible and Depandable"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.466666678	2.0160025
B (Subject)	1	0.14814852	0.64000225
AB	5	.25925926	1.1200011
Residual	96	0.23148125	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	208.31186	2.4839390
B (Subject)	1	17.708213	0.21115514
AB	5	133.92800	1.5969757
Residual	96	83.863517	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 2C, "Is Friendly, Understanding, Sympathetic with Community, Other Staff Members & Administration

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.53333348	2.0210559
B (Subject)	1	0.33333267	1.2631571
AB	5	0.13333349	0.50526442
Residual	96	0.26388854	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	153.72350	1.3469983
B (Subject)	1	202.39288	1.7734625
AB	5	129.24198	1.1324796
Residual	96	114.13401	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3A, "Knows Subject Matter"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.261111128	1.0444464
B (Subject)	1	0.23148102	0.92592519
AB	5	0.14259263	0.57037120
Residual	96	0.2499970	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	83.921602	1.741005
B (Subject)	1	22.443465	0.28759336
AB	5	55.379052	0.70963408
Residual	96	78.038885	

* Significant at .05 level
** Sigificant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3B, "Takes Action to Improve Himself"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.12037034	0.47706470
B (Subject)	1	0.23148102	0.91743051
AB	5	0.075025002	0.30091811
Residual	96	0.25231450	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	74.074386	0.75215856
B (Subject)	1	69.278490	0.70346056
AB	5	49.828518	0.50596364
Residual	96	98.482408	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3C, "Uses Instructional Materials and Lesson Plans Effectively"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.68148152	2.5824596*
B (Subject)	1	0.33333267	1.2631570
AB	5	0.35555554	1.3473701
Residual	96	0.26388855	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	184.37499	2.5006512*
B (Subject)	1	33.607127	0.45580857
AB	5	146.07986	1.9812599
Residual	96	73.730792	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3D, "Develops Pupil Interest and Eagerness To Learn"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.62222220	2.2032808
B (Subject)	1	0.92592743	3.2786971
AB	5	0.50370396	1.7836092
Residual	96	0.28240713	

Analysis Using Standard Scores

A (Experience)	5	173.30770	2.2613196
B (Subject)	1	135.69261	1.7705178
AB	5	232.11296	3.0286109*
Residual	96	76.640072	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3E, "Maintains Pupil Control"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.83888890	2.8312533*
B (Subject)	1	0.0092592405	0.031249972
AB	5	0.45370362	1.5312515
Residual	96	0.29629596	

Analysis Using Standard Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	247.53608	2.9196539*
B (Subject)	1	17.048938	0.20108987
AB	5	223.05882	2.6309480*
Residual	96	84.782678	

* Significant at .05 level
** Significant at .01 level

Analysis of Variance Source Tables for Analyses Using Item 3F, "Uses Material in Cumulative Folder"

Analysis Using Raw Scores

Source	Deg. of Freedom	Mean Squares	F Ratio
A (Experience)	5	0.15555551	0.93333517
B (Subject)	1	1.3333307	8.9999923**
AB	5	0.11111115	0.66666841
Residual	96	0.16666629	

Analysis Using Standard Scores

A (Experience)	5	23.730792	0.37803555
B (Subject)	1	273.73844	4.3606999*
AB	5	65.142854	1.0377367
Residual	96	63.773969	

* Significant at .05 level
** Significant at .01 level